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23 May 1949

TO : General Counsel

FROM : Personnel Branch, C

SUBJECT: Temporary Promotions

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This memorandum has been prepared for submission to your office in an effort to solve within the confines of statutes and regulations the problems which have been created by the temporary promotions granted to personnel in grade CAF-7 and below in [REDACTED]. As you probably recall, these promotions were authorized by [REDACTED] and 25X1A [REDACTED] while on their inspection trip to those countries in November of 1947. The temporary promotions were essentially an attempt to compete with the Army 25% differential. Not only was the temporary promotion to the next higher grade authorized for a large number of people, but it was further specified that the in-grades were not to be effected. As a result, the actions were processed, for example, from the third step of CAF-5 to the third step of CAF-6.

Since that time, we have received a number of complaints and criticisms from employees, headquarters personnel, and administrative personnel overseas. These criticisms have, in the majority of cases, occurred when an employee returned to headquarters on PCS. However, most of the problems have been resolved by the ravages of time, normal and extraordinary attrition, and so forth.

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However, we are at the present time faced with the following problem: [REDACTED] was granted a promotion from the second step of CAF-5 to second step of CAF-6. Effective 12 December 1948, she was granted a periodic pay increase to third step of CAF-6. The chief of [REDACTED] to which [REDACTED] is assigned, has recommended that she be processed for a promotion to permanent CAF-6. If processing were merely to convert her present grade from temporary CAF-6 to permanent CAF-6, she would, in fact, be granted two in-grades to which she is not actually entitled, having served in CAF-6 capacity only since November 1947. However, on the other hand, if she were to be processed for permanent CAF-6 and allowed only the appropriate number of in-grades which

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would normally have accrued since she became a temporary CAF-6, there would, in fact, be a reduction in salary concurrent with a permanent promotion. This not only is inconsistent with the general expectations of a promotion, but we are informed that a salary reduction would be a morale factor of considerable size.

A suggested formula for solution of this problem is as follows; promotion to permanent CAF-6 at the present station would include retention of all present in-grades. Upon transfer, employee would revert to the base of CAF-6, plus any in-grades she would normally have accrued since the CAF-6 was made permanent. This would allow permanent promotion without reduction in salary while at the station for which temporary promotion was given, but would not give permanent credit for time and grade which had not been accumulated. May I again point out that this is but a suggested formula and I am completely ignorant of the legal considerations.

As further information which may or may not bear on your consideration, the 25 % differential granted to Army personnel with which these temporary promotions were to compete has since been discontinued and as an additional leveler, our people are now getting 10 to 15% differential in addition to free quarters, plus commissary and mess hall privileges.

Although we have presented but one problem, it is typical and your recommended solution will probably be applied to other cases.

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